

NAF PAY SYSTEM

PAY REPORT

The rates of pay for NF Levels 1 and 2 and the minimum of Level 3 are adjusted in accordance with local prevailing rate surveys. The latest changes, effective the first day of the first pay period beginning on or after December 14, 2003, are as follows: Average increases of 25 cents (3.1 percent) for Level 1 and 28 cents (2.6 percent) for Level 2. The rates of pay for NF Levels 3, 4, 5, and 6 may be adjusted as the General Schedule is adjusted. The adjustment shall not exceed the respective adjustments granted to corresponding appropriated fund GS and SES employees. The latest General Schedule increase was effective the first day of the first pay period beginning on or after January 1, 2003.

SURVEY SUMMARY BY PAY LEVEL

<u>SURVEY JOB TITLE</u>	<u>WEIGHTED MATCHES</u>	<u>AVERAGE</u>	<u>RANGE HIGH</u>	<u>LOW</u>
NF - 1				
SALES ASSOCIATE	1308	8.37	9.57	7.03
CASHIER-CHECKER	738	8.05	9.35	6.91
OFFICE CASHIER	25	8.87	9.14	7.52
DESK CLERK	168	8.38	9.05	7.01
NF - 2				
STORE DETECTIVE	62	9.92	11.96	8.88
ACCOUNTING TECHNICIAN	76	13.54	14.16	11.45
NF - 3				
DEPARTMENT MANAGER	175	12.64	13.14	12.25
EXECUTIVE SECRETARY	21	15.34	15.60	14.96

WAGE AREA : #134 San Bernardino, CA

ORDER DATE: October 10, 2003

SURVEY : #019/021-34